



# PANDEMIC DRIVEN CAREER SHOCK

- MARK J HAGER, PH.D. & JULIE C WEITLAUF, PH.D.

# ACKNOWLEDGEMENTS

## CIDER

- Gerald O'Keefe, Ph.D.
- Robert Auffrey, M.A.

## Career Development Enhancement Initiative (CDAei) Working Group

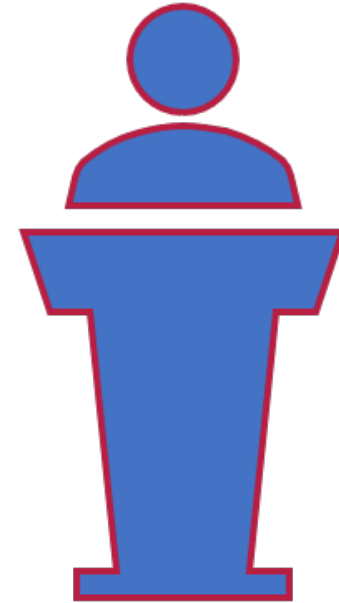
- Steve Asch, M.D.
- Susie Hsieh, Ph.D.
- Janet Eckstrom, B.A.
- Ruth Cronkite, Ph.D.





# DISCLOSURES

- **THE VIEWS EXPRESSED IN THIS PRESENTATION ARE THOSE OF THE AUTHORS AND DO NOT NECESSARILY REPRESENT THE VIEWS OF THE VA AND/OR MENLO COLLEGE.**
- **THERE ARE NO RELEVANT CONFLICTS OF INTEREST TO DISCLOSE.**





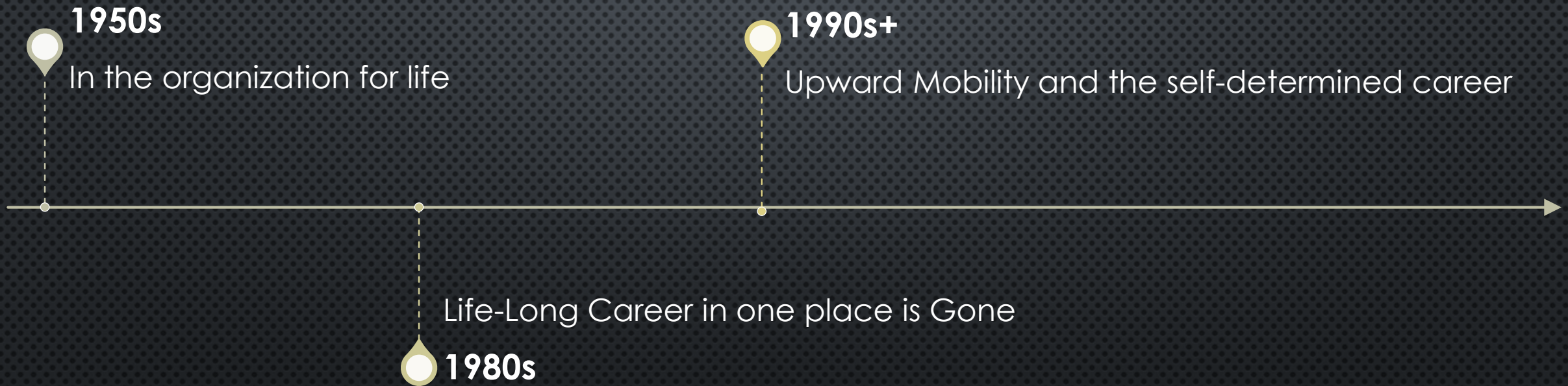
# A ROAD MAP

- AN HISTORICAL LOOK AT CAREER THEORIES AND FRAMEWORKS OF CAREER DISRUPTION.
- DEFINING CAREER SHOCK.
- LOOKING AT COVID AS A SOURCE OF CAREER SHOCK.
- CAN MENTORING MITIGATE THE IMPACT OF CAREER SHOCK?





# A BRIEF TIMELINE OF THEORIES AND “BELIEFS” ABOUT CAREER





# CONTEMPORARY THEORIES OF CAREER CHAMPION A SOCIAL COGNITIVE FRAMEWORK



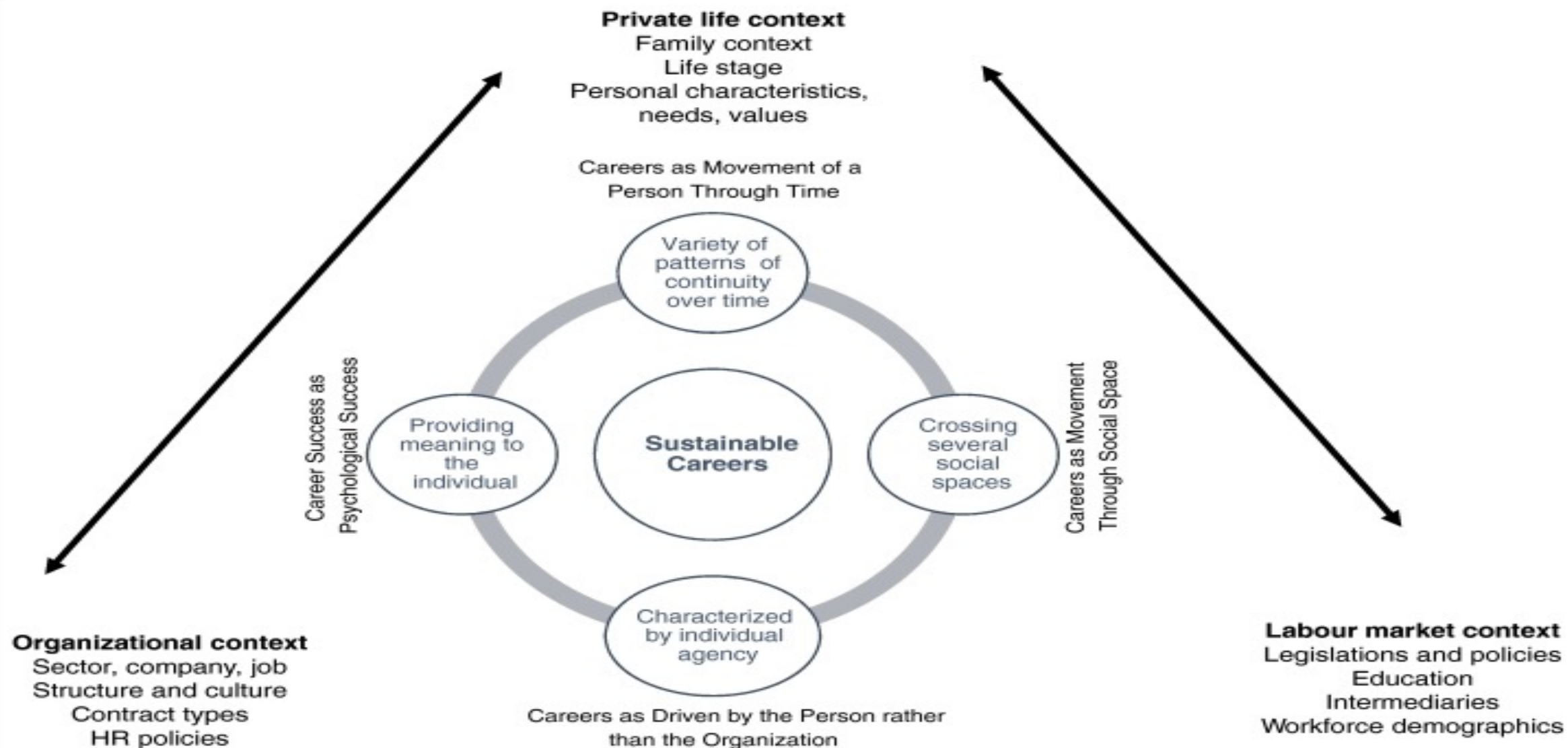
- EMPHASIZE INDIVIDUAL AGENCY, PERSEVERANCE AND BEHAVIORAL CHOICES.
- GOAL AND VALUES DRIVEN.
- “CLIMBING THE CAREER LADDER” IS A RESULT OF PREDICTABLE STEPS TAKEN IN SEQUENCE.



# CAREER SHOCK IS . . .

- AN UNEXPECTED EVENT (OR EVENTS) THAT DISRUPT WORK OR CAREER.
- AN EVENT THAT IS AT LEAST PARTIALLY OUTSIDE OF ONE'S CONTROL.
- EXAMPLES OF CAREER SHOCKS MIGHT INCLUDE PROMOTION, DEMOTION, CHANGE OF BUSINESS (BUY OUT), IMPACT OF INDUSTRY CHANGE, (DISASTER).
- CAREER SHOCK NECESSITATES A RE-TOOLING OF THE WORK IDENTITY, CAREER PATH, AND EXPECTED TRAJECTORY.











# POLL QUESTION # 1

**DURING THE PANDEMIC MY WORK-RELATED PRODUCTIVITY AND/OR EFFICIENCY HAVE CHANGED.**

..

- 1) DECREASED SOMEWHAT
- 2) DECREASED A LOT
- 3) NEITHER DECREASED OR INCREASED
- 4) INCREASED SOMEWHAT
- 5) INCREASED A LOT

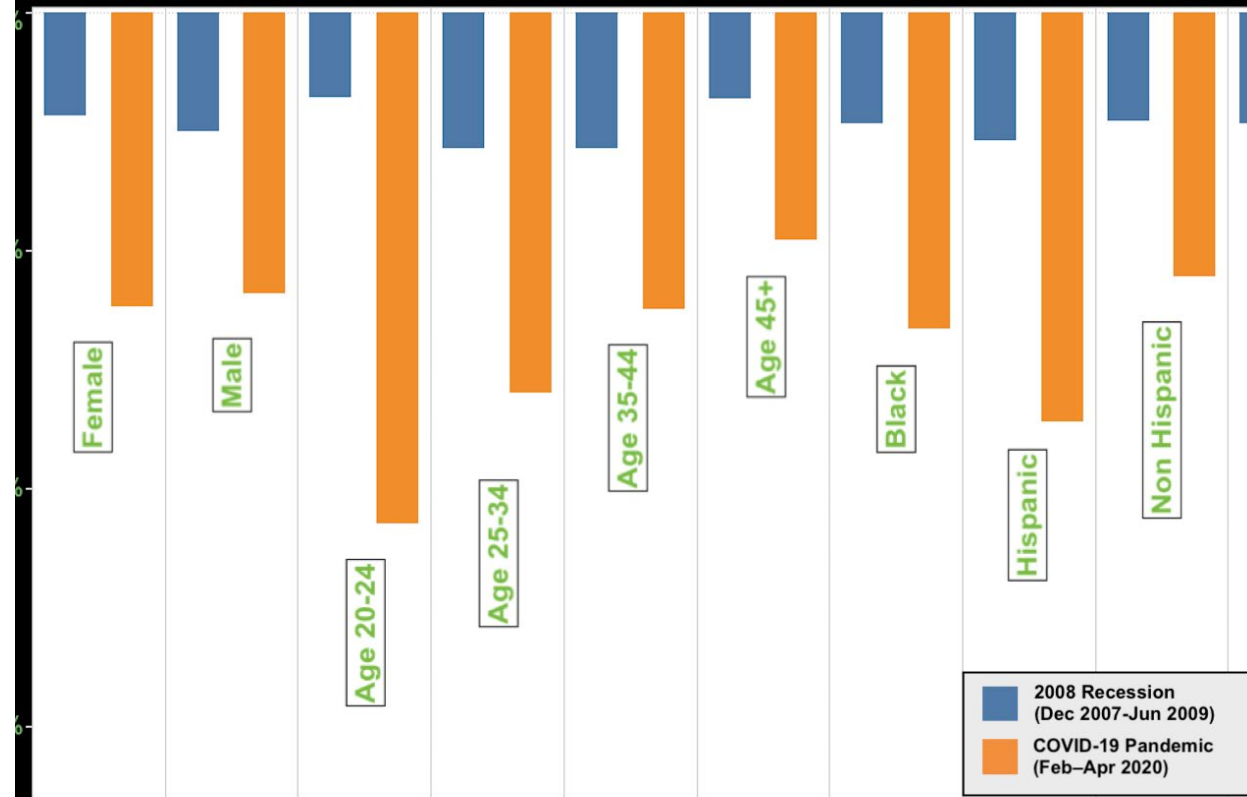




**Is COVID 19 A SOURCE OF  
CAREER SHOCK??**



## Employment Changes: COVID-19 Crisis and the Great Recession by Gender, Age, Race and Ethnicity

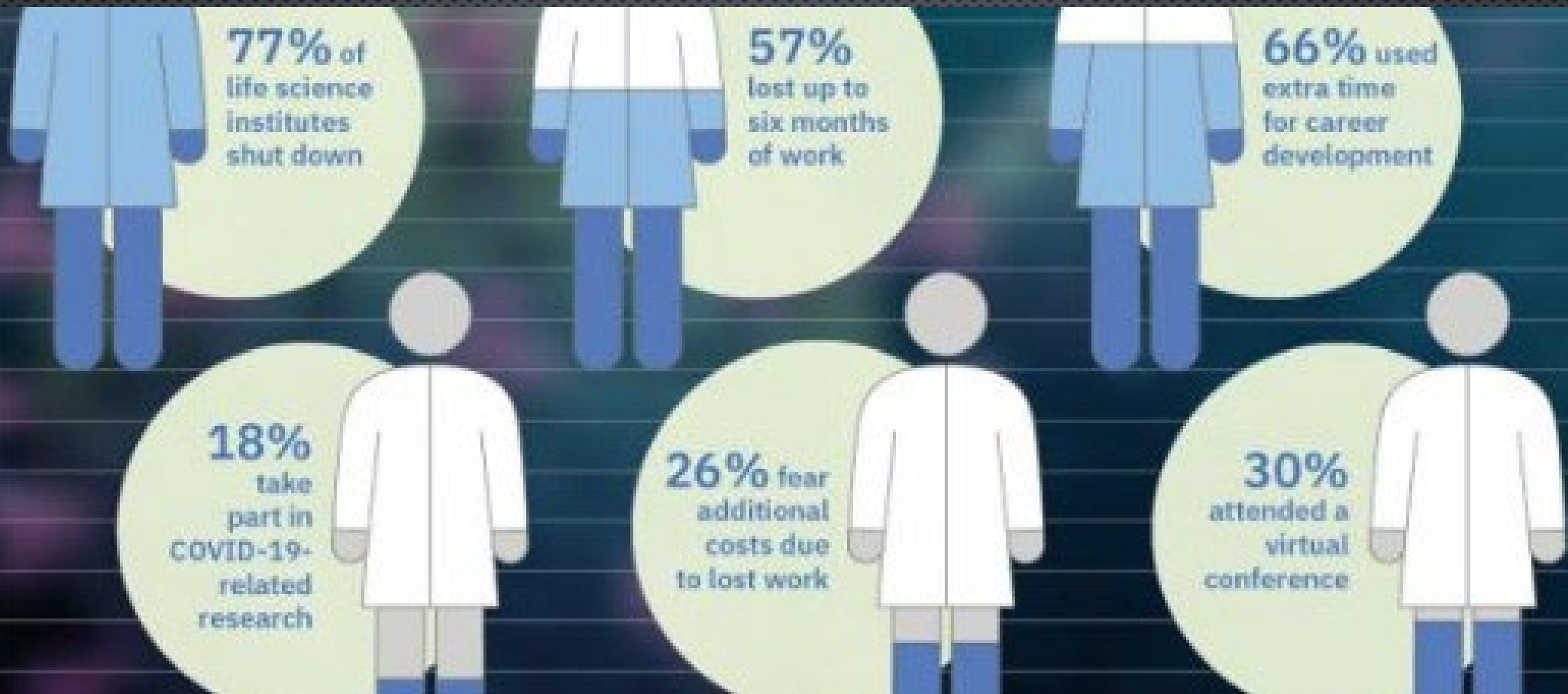


Source: Author's Calculations from Current Population Survey

EconoFact econ

# SOME BIG CLUES





## IMPACT OF THE PANDEMIC ON LIFE SCIENCES –



# IMPACT ON RESEARCH....

- 91% REPORT
  - INSTITUTIONS, LABORATORIES AND CLINICAL RESEARCH SPACES SHUT DOWN OR ALTERED
- SHARP DECLINE IN TOTAL RESEARCH HOURS
  - TEACHING, ADMINISTRATIVE AND CLINICAL DUTIES INCREASED
- DISRUPTIONS TO TEAMS
- DISRUPTIONS TO FUNDING SOURCES
- DELAYS IN REVIEWING





# DISPARITIES IN IMPACT

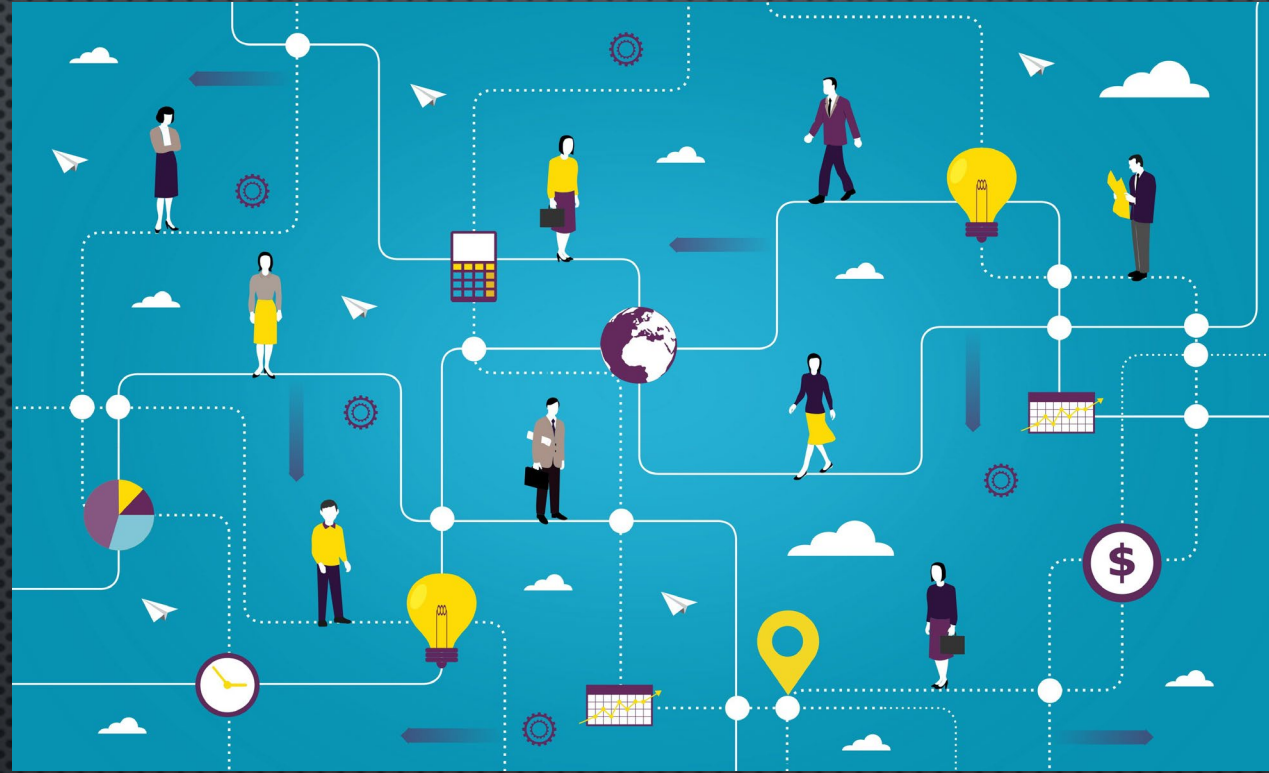
## GENDER AND FAMILY STATUS

- ACCOUNTING FOR ALL OTHER FACTORS, **WOMEN HAD 4.2% LARGER DECLINE** IN RESEARCH TIME
- **DEPENDENT CHILDCARE WAS** ASSOCIATED WITH LARGEST EFFECT: 15.8% LARGER DECLINE IN RESEARCH TIME
  - DEPENDENTS AGED 6-11 RELATED TO MODERATE NEGATIVE IMPACT.
  - LARGER IMPACT IF DEPENDENTS ARE UNDER AGE 5.

## COVID AND/OR CLINICAL ARENA

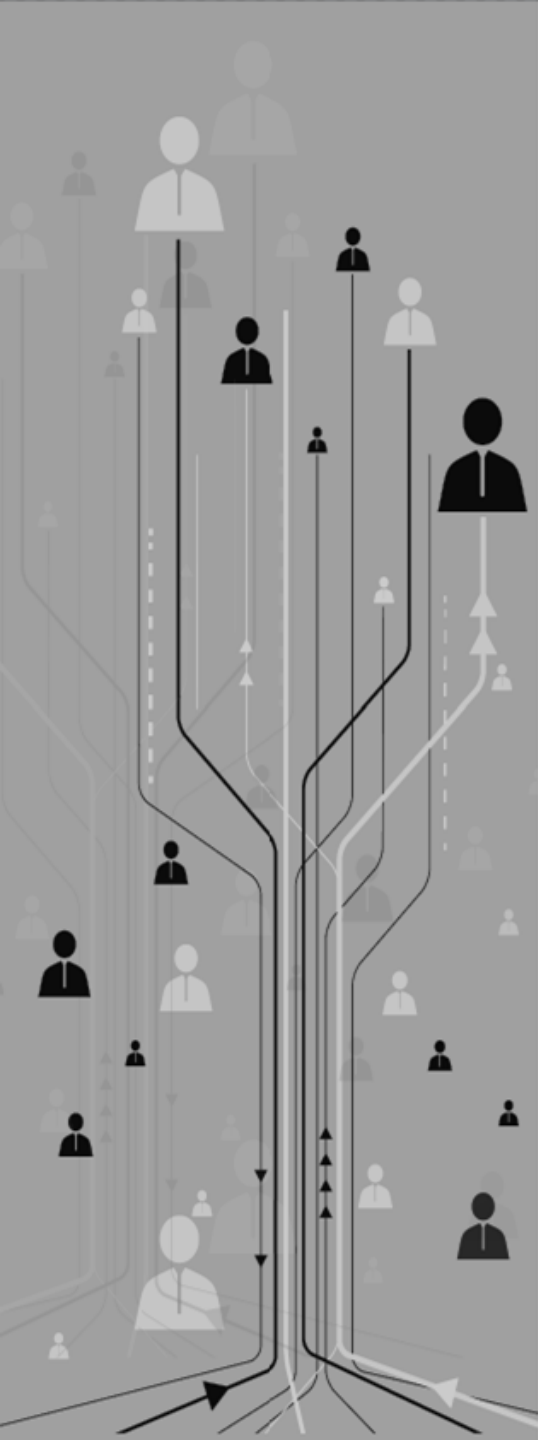
- **COVID SATURATION**
- **CLINICAL DEMAND**



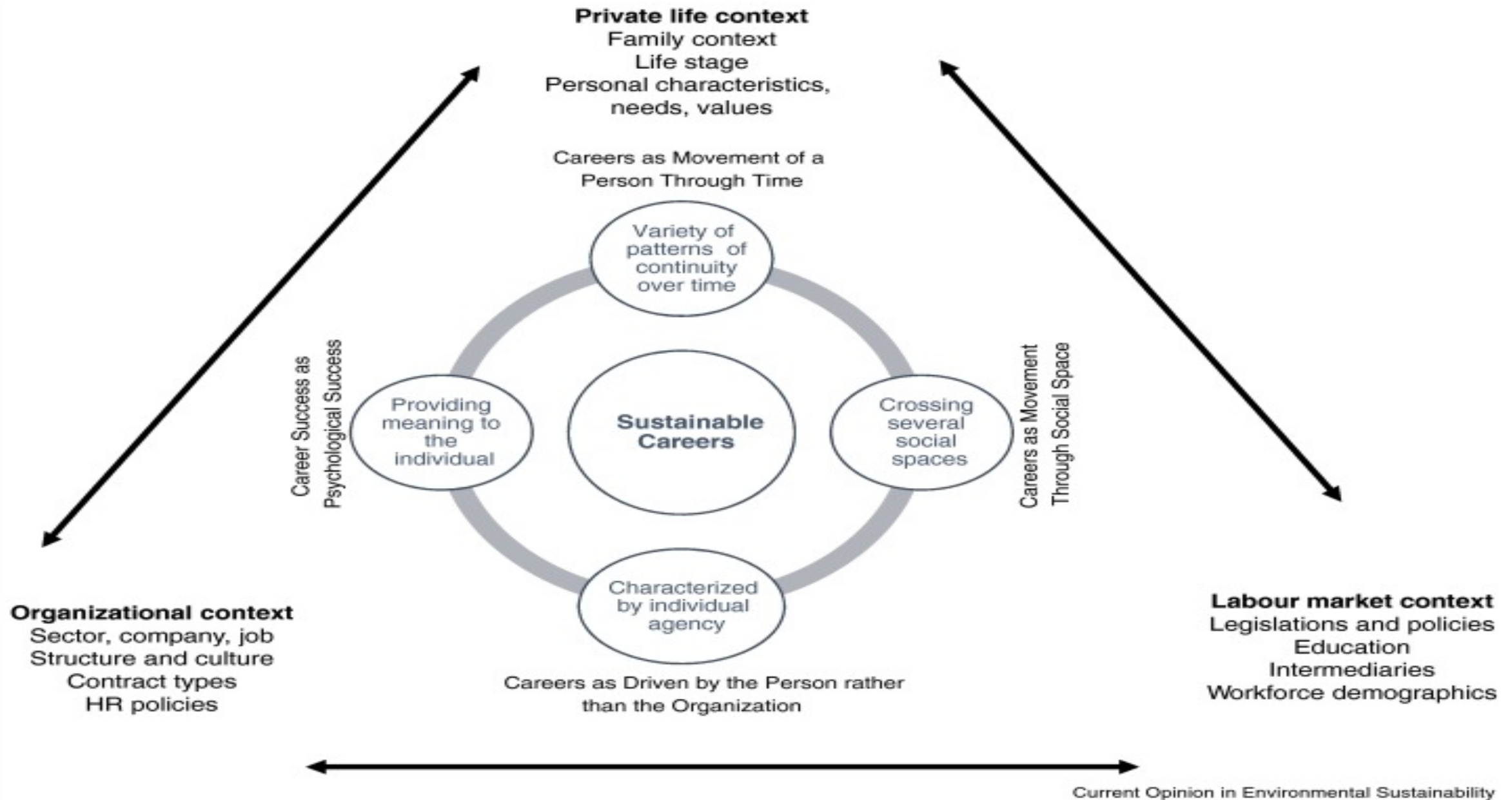


# NAVIGATING THROUGH COVID 19 CAREER SHOCK











Challenge/Barrier	Proposed Intervention
Productivity Loss of skill set development Disruption to promotion timeline Hiring freezes and related constraints	Scheduling specific meetings to address ongoing concerns or challenges faced
Funding Gaps (institutional commitment, funding timelines)	Extending funding application/completion timelines for Early Career Investigators (Mentorship and Support)
Professional Development Conferences Cancelled In Person Networking Limited	Engage junior faculty virtually Account for virtual involvement Increase communication and mentoring networks
Wellness Disruptions to child/elder/pet care Burnout and mental exhaustion	Inclusive environment, supportive environment Quality role models for “work life balance” Wellness resources



# POLL QUESTION # 2

- WHICH COVID 19 CHALLENGE ARENA IS MOST PRESSING FOR YOU?
  - PRODUCTIVITY
  - FUNDING
  - PROFESSIONAL DEVELOPMENT
  - WELLNESS?



**SERENDIPITY**

CHANCE

COINCIDENCE

FATE

FORTUITY

LUCK

PROVIDENCE

**OPPORTUNITY**

# WANT TO TALK MORE ABOUT THIS?

- FOLLOW UP CYBER SEMINAR IN JANUARY: Q AND A WITH HSR & D CENTER DIRECTORS AND SENIOR RESEARCHERS.
- SEND US YOUR QUESTIONS: [JANET.ECKSTROM@VA.GOV](mailto:JANET.ECKSTROM@VA.GOV)
- USE JANUARY CYBERSEMINAR IN THE SUBJECT LINE



# QUESTIONS & REQUESTS FOR RESOURCES?

- WJULIE1@STANFORD.EDU
- MHAGER@MENLO.EDU